



# Forts McPherson and Gillem BRAC Town Hall

24 May 2010

**Colonel Deborah B. Grays**  
**Garrison Commander**

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*Our mission is to provide standardized, effective & efficient services, facilities and infrastructure to Soldiers, Families and Civilians for an Army and Nation engaged in persistent conflict.*

*We are the Army's Home*



# BRAC Town Hall



## What's New Since Last Town Hall?

- In Progress Review (IPR) with USAG directors 18 May 10
- Planning for upcoming Closure ROC Drill 23 Jun 10
- Began monthly meetings with VA on property transfer
- Building Closures (26 total):
  - Fort McPherson: 9
  - Fort Gillem: 17
- VSIP/VERA update: 62 authorizations approved
- Lake Allatoona Closure 1 Oct 10
- Early Priority Placement Program (PPP) update
- Georgia Dept of Labor (DOL) – BRAC Mobile Unit status
- Senior Commander Change of Command 3 Jun 10



# BRAC Town Hall

## Agenda



- Campaign Plan
- CSM Roberts Comments
- Civilian Personnel Advisory Center (CPAC) Update
- Outplacement Services
- Questions and Answers
- Awards



# Installation Management Campaign Plan 2010-2017 Rollout



# IMCOM Campaign Plan Agenda



- Installation Management Community's Mission
- Installation Management Logo
- IMCOM Video
- 2010-2017 Campaign Plan
- Stamp Out Stupid



# IMCOM Campaign Plan

## Mission



Streamline installation management bureaucracy by reducing redundant, obsolete, and wasteful practices, processes, and metrics allowing for garrison commanders and senior IMCOM leadership to be clear, concise, and accountable in their duties thereby creating better service to Soldiers, Families, and Civilians.



# IMCOM Campaign Plan

## Mission, Vision, and Values



- **Mission**: To provide standardized, effective and efficient services, facilities and infrastructure to Soldiers, Families, and Civilians for an Army and Nation engaged in persistent conflict.
- **Vision**: Army installations are DoD standard for infrastructure quality and are the provider of consistent, quality services that are a force multiplier in supported organizations' mission accomplishment, and materially enhance Soldier and Family well-being and readiness.
- **Values**: Loyalty, Duty, Respect, Selfless Service, Honor Integrity, and Personal Courage.



# IMCOM Campaign Plan

## New IMCOM Logo



*We Are The Army's Home*





# IMCOM VIDEO

<http://www.trooptube.tv/videos/3711>  
<http://www.trooptube.tv/videos/3710>



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# IMCOM Campaign Plan

## Commander's Intent



### Soldier and Family Readiness

- A Deployable Mindset Across the Enterprise
- Responsive Services that Meet Fluid ARFORGEN Requirements
- Advanced Technology that Supports the Army's Evolving Training Requirements
- Pre-Deployment and Deployment Support that Delivers Readiness
- Effective Family Readiness Groups and Rear Detachments

### Soldier and Family Well Being

- Active and Visible Leaders
- The Army Family Covenant Delivered
- Safe and Secure Installations (24/7)
- Resiliency and Balance—Mind, Body, and Spirit
- Strong Sense of Community and Pride
- High Quality of Life for Soldiers and Families that is Equitable and Predictable Across Installations
- Facilities and Programs that Enrich Soldier and Family Life
- Soldiers and Families Needs Met Throughout the Entire Deployment Cycle
- Quality Housing and Barracks

### Leader and Workforce Development

- Multi-Skilled and Adaptive Leaders
- Constant Communication
- Teamwork in All Endeavors
- Professionalism and Selfless Service in All Things
- Adherence to Standards
- Clear and Consistent Feedback
- Healthy and Efficient Work Environments
- A Culture of Safety and Sustainability
- Continuing Education and Training Opportunities
- Sustainable, Empowered Workforce Focused on Collaboration and Innovation

### Installation Readiness

- Sustainable Infrastructure that Supports Senior Commander Requirements
- Sustainable Army Communities of Excellence
- Installation Footprint Streamlined and Transformed
- Enhanced Capabilities Through Partnerships
- The Army's Infrastructure Modernized and Sustainable
  - Energy Efficiency and Security
  - Environmental Stewardship



## The Sustainable Army Community of Excellence



# IMCOM Campaign Plan

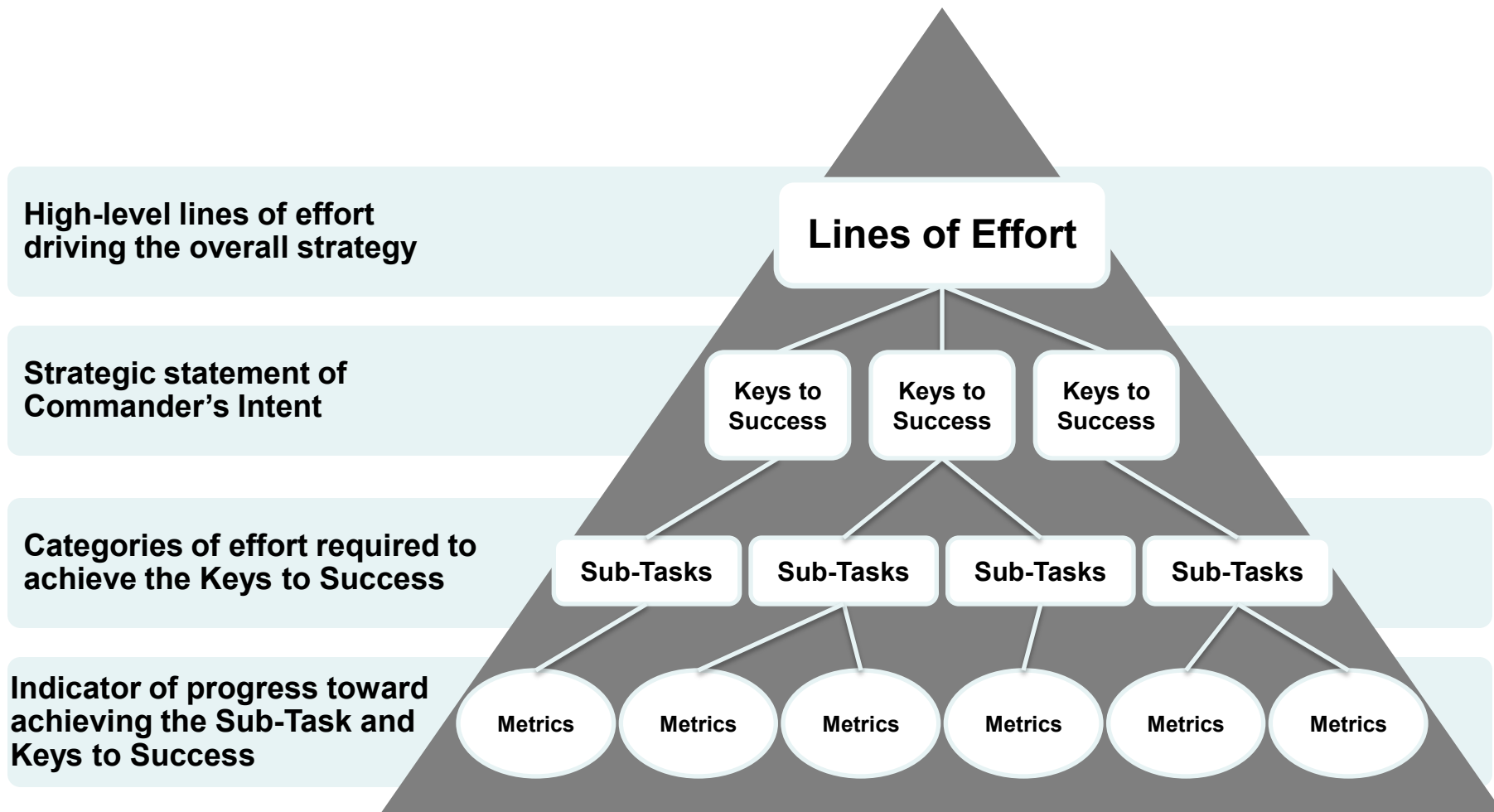
## Six Lines of Effort (LOE)



1. Soldier, Family and Civilian Readiness
2. Soldier, Family and Civilian Well-Being
3. Leader and Workforce Development
4. Installation Readiness
5. Safety
6. Energy Efficiency and Security

# IMCOM Campaign Plan

## Lines of Effort Pyramid





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# IMCOM Campaign Plan

## LOE 1: Soldier, Family, and Civilian Readiness



- Objective: Soldiers, Families, and Civilians are able to meet the challenges of deployment and the ARFORGEN process through proper training, responsive services, and communities of excellence.
- Key Messages:
  - The number one priority is ensuring Soldiers and Civilians are ready to answer our Nation's call whenever and wherever they are needed.
  - The Installation Management Community will ensure Families are prepared and supported throughout their Soldiers' entire deployment cycle.





# IMCOM Campaign Plan



## LOE 2: Soldier, Family, and Civilian Well-Being

- Objective: Soldiers, Families, and Civilians are confident that they are being cared for, and their physical, emotional, and spiritual needs are enriched by quality programs, infrastructure, and support.
- Key Messages:
  - The Installation Management Community supports all Soldiers, Families, and Army Civilians with quality programs and safe communities that meet their needs while enabling them to thrive and maintain resiliency. We are keeping the promise.
  - The Installation Management Community is renewing focus on community relationships to ensure high quality of life for Soldiers, Families and Civilians.



# IMCOM Campaign Plan

## LOE 3: Leader and Workforce Development



- Objective: A multi-skilled workforce comprising Military and Civilian leaders and personnel with the knowledge, capabilities, skills, and opportunities to successfully and innovatively accomplish the installation management mission.
- Key Message: The Installation Management Community is dedicated to developing a healthy, well-balanced, multi-skilled workforce comprising military and civilian leaders and personnel with knowledge, capabilities, skills, and opportunities to successfully and innovatively accomplish our mission.



# IMCOM Campaign Plan

## LOE 4: Installation Readiness



- Objective: Installations are platforms of readiness supporting current and future requirements through regular modernization and new construction of facilities and infrastructure to maintain efficient and sustainable operations and to enable the provision of effective services to Soldiers, Families, and Civilians.
- Key Message: Installation Readiness is achieving Mission Excellence through streamlined processes, strategic partnerships, and good stewardship of resources that meets the mission needs of Senior Army Commanders.





# IMCOM Campaign Plan

## LOE 5: Safety



- Objective: All Soldiers, Families, and Civilians consciously employ risk reduction measures to foster a safe working and living environment, instilling a sense of safety both on and off duty while promoting leader and individual accountability.
- Key Messages: The Installation Management Community will proactively and aggressively ensure safe, secure installations for Soldiers, Families, and Civilians by making safety everyone's responsibility.



# IMCOM Campaign Plan

## LOE 6: Energy Efficiency and Security



- Objective: Maintain energy and water efficient installations by holding users accountable, modernizing facilities, installing new technologies, and leveraging partnerships that will provide an increased level of energy security leading to sustainable and resilient infrastructure and mission assurance.
- Key Message: The Installation Management Community will increase the energy security of installations by pursuing technologies, partnerships, and personal accountability so that installations can efficiently and effectively execute their missions today and into the future.



# IMCOM Campaign Plan

## Three Fundamental Questions

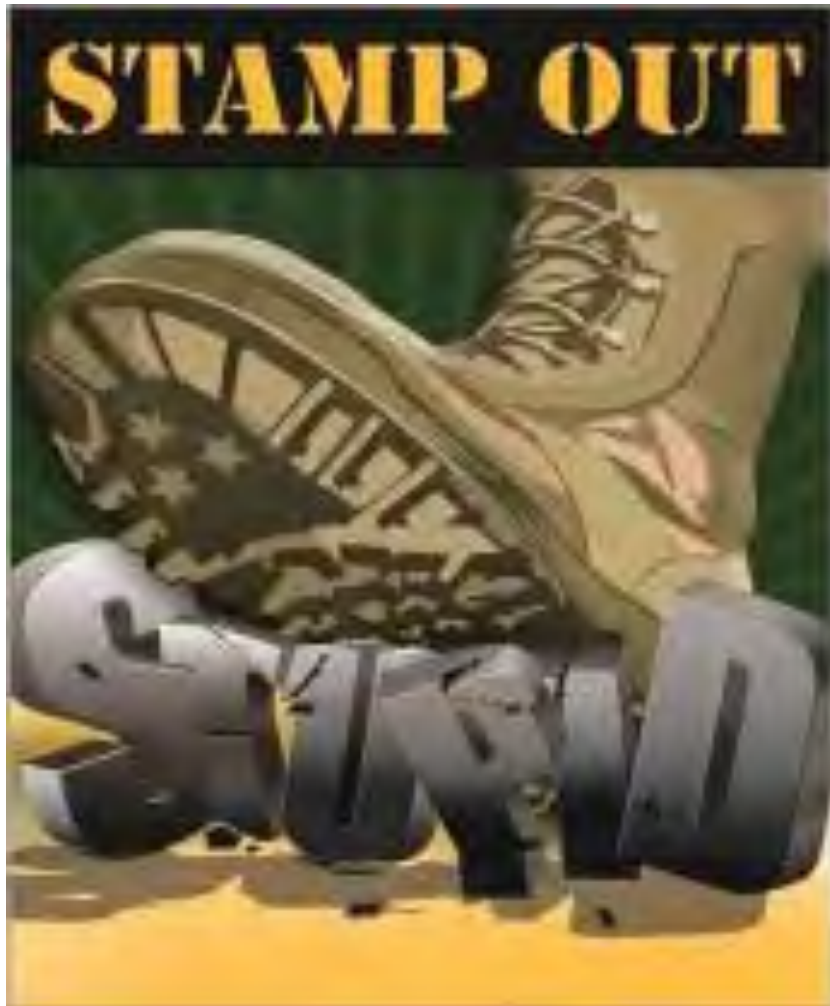


1. Are we doing the right things?
2. Are we doing things right?
3. What are we missing?



# IMCOM Campaign Plan

## STAMP OUT STUPID



- Stupid - we stopped it
- Stupid - we are working it
- Stupid - beyond our sphere of influence
- Not stupid - educate why



# **CSM Karl A. Roberts**

## **Garrison Command Sergeant Major**



# BRAC Town Hall

## CSM Roberts Comments



- Barracks Consolidation of Soldiers
  - Buildings 476 & 478
- Proposal of BOQ/BEQ
- Compassionate Soldiers
- CSM Ciotola Visit



# Civilian Personnel Advisory Center

**Ms. Fran Shivers**  
**CPAC Director**



# CPAC's Partnership

## Fort McPherson / Fort Benning



- On 6 May 10 Fort McPherson/Fort Benning entered into agreement
- Covers all PERMANENT Garrison employees APF & NAF
- Submit resume/last SF50 to Fort McPherson CPAC
- Opportunity of continued employment
- Fort Benning is the fastest growing Army installation in Georgia





# CPAC

## NSPS to GS Transition



- PL 111-84, National Defense Authorization Act for Fiscal Year 2010, date 28 October 2009
- Be assigned a GS grade reflected on the PD for your NSPS position
- No lower salary than the salary for the NSPS position you occupy at the time of transition
  - If your pay falls on a current GS step, your pay will be set at that step
  - If your pay falls between 2 of the GS steps, your pay will be set at the next higher step
  - If your pay is lower than step 1 of the GS grade, your pay will be set at step 1 of that grade
  - If your pay is higher than step 10 of the GS grade, pay retention will apply



# CPAC

## NSPS to GS Transition (cont)



- “Impact of NSPS Transition on Pay” bulletin
  - <http://cpol.army.mil/library/general/nsps/repeal.html>
- DoD Transition Simulator – receive an estimate of new pay – only provides BASIC pay
  - [http://www.cpms.ods.mil/nsps/transition\\_simulator2010.html](http://www.cpms.ods.mil/nsps/transition_simulator2010.html)
- GS-101 Online training course
  - <http://cpol.army.mil/library/general/nsps/repeal.html>

IMCOM transitions out 15 August 2010



# ***AG-1 CP BRAC*** ***Outplacement Services***

***Fort McPherson***

**Mr. Mark Littleton and Ms. Janet Cooksey**

***No Civilian Left Behind...***



The BRAC outplacement services are provided to federal civilian employees who have chosen not to move with their command.

The goal is to provide the employees with the skills necessary to find and continue employment.

*No Civilian Left Behind...*



*Outplacement Services*

- Employee Toolkit
- Individual Assessments
  - Myers-Briggs Type Assessment Tool
  - Industry Job Matching
  - Skills Assessments and Crosswalk
- Group Training
  - Civilian and Federal Resume Preparation & Critique
  - Marketing and Networking
  - Interviewing Training and Techniques
  - Job Search Strategies and Tools
  - Job Application Process
  - Priority Placement Program
  - Image Consulting and Building Confidence
  - Dealing With Transition
  - Salary and Benefits Negotiations
  - Retirement Planning

***No Civilian Left Behind...***



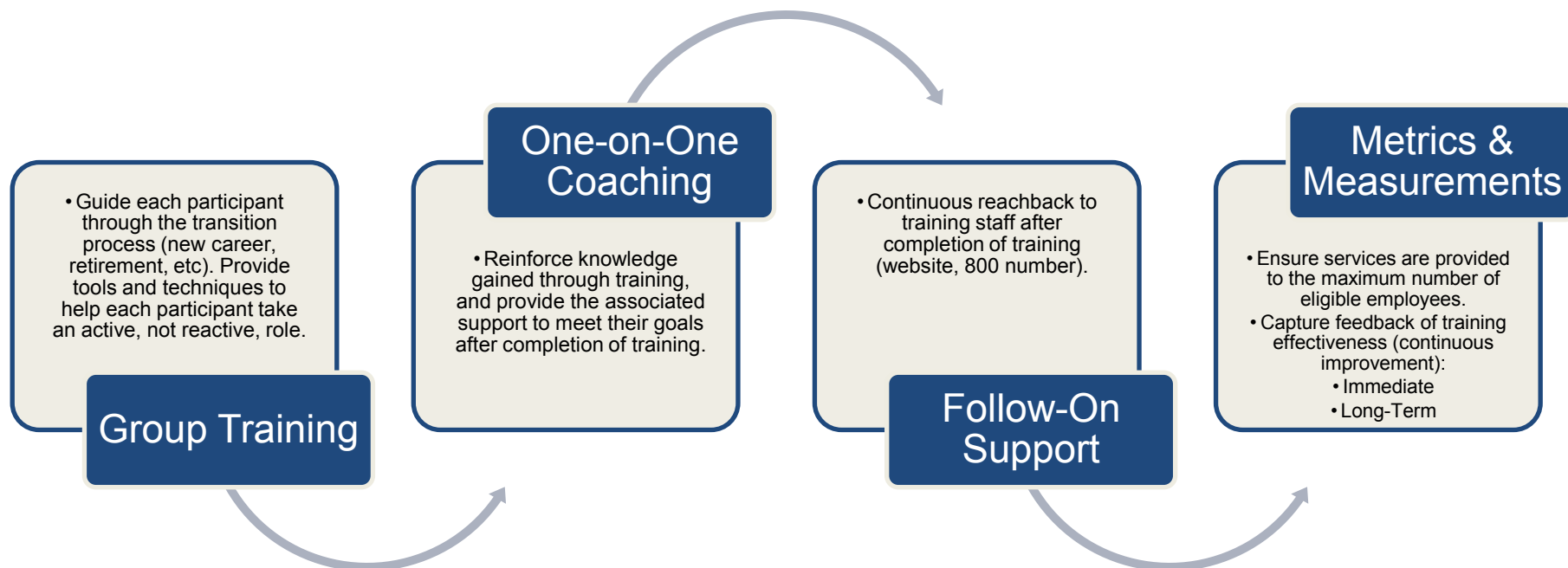
*Outplacement Services*

- One-on-One Coaching
  - Career Path Consulting
  - Civilian and Federal Resume Preparation & Critique
  - Marketing and Networking
  - Interviewing (Mock Interviews)
  - Job Search Strategies and Tools
  - Job Application Process
  - Priority Placement Program
  - Image Consulting and Building Confidence
  - Dealing With Transition
  - Salary and Benefits Negotiations
  - Retirement Planning
- Virtual Outplacement Services
- Career and Job Fairs, Partnerships (Local, State, Federal Agencies)
- On-Line Portal - Repository of Templates, References

***No Civilian Left Behind...***



*Outplacement Services*

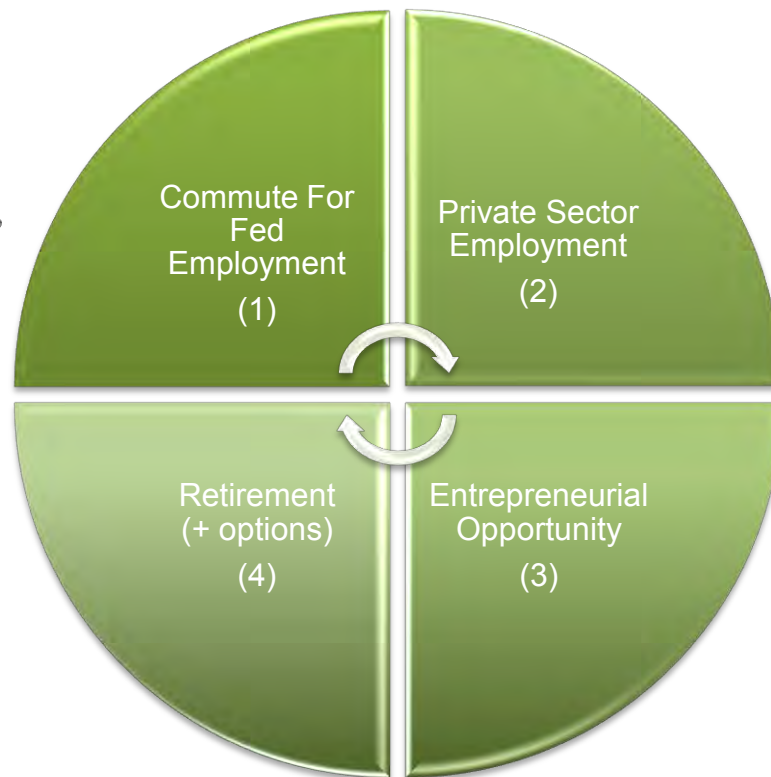


***No Civilian Left Behind...***



***Outplacement Services***

**Employee Options**



**Major Planning Considerations**

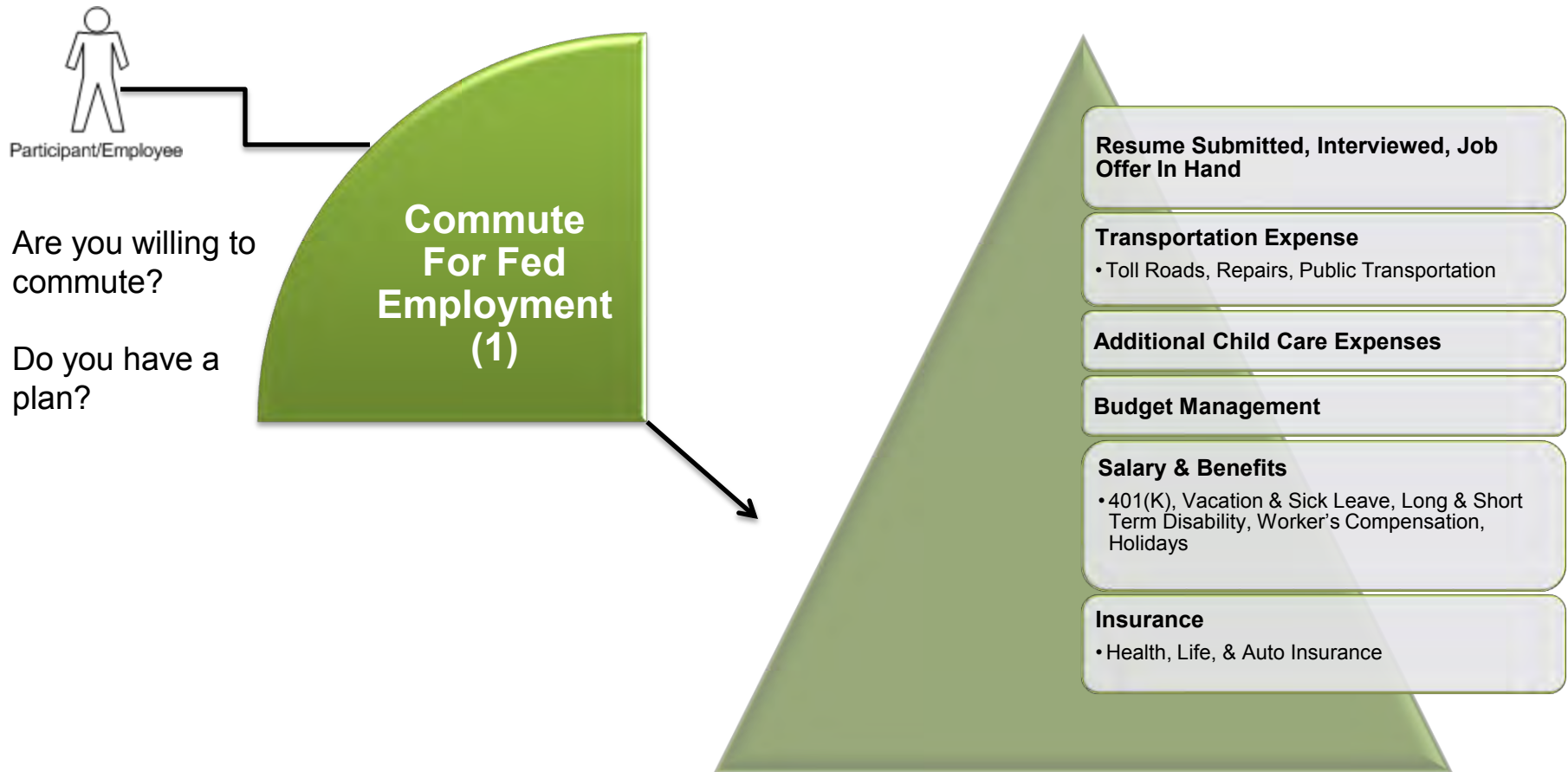
- Salary and Benefits
- Insurance
- Work Schedule
- Family Situation
- Travel Distance
- Transportation
- Other Expenses

***No Civilian Left Behind...***





*Outplacement Services*



***No Civilian Left Behind...***



*Outplacement Services*



Participant/Employee

Have you decided to  
seek employment in the  
private sector?

Do you have a plan?

Do you know your  
worth?

**Private  
Sector  
Employment  
(2)**

**Resume Submitted, Interviewed, Job  
Offer In Hand**

**Transportation Expense**

• Toll Roads, Repairs, Public Transportation

**Additional Child Care Expenses**

**Budget Management**

**Salary & Benefits**

• 401(K), Vacation & Sick Leave, Long & Short  
Term Disability, Worker's Compensation,  
Holidays

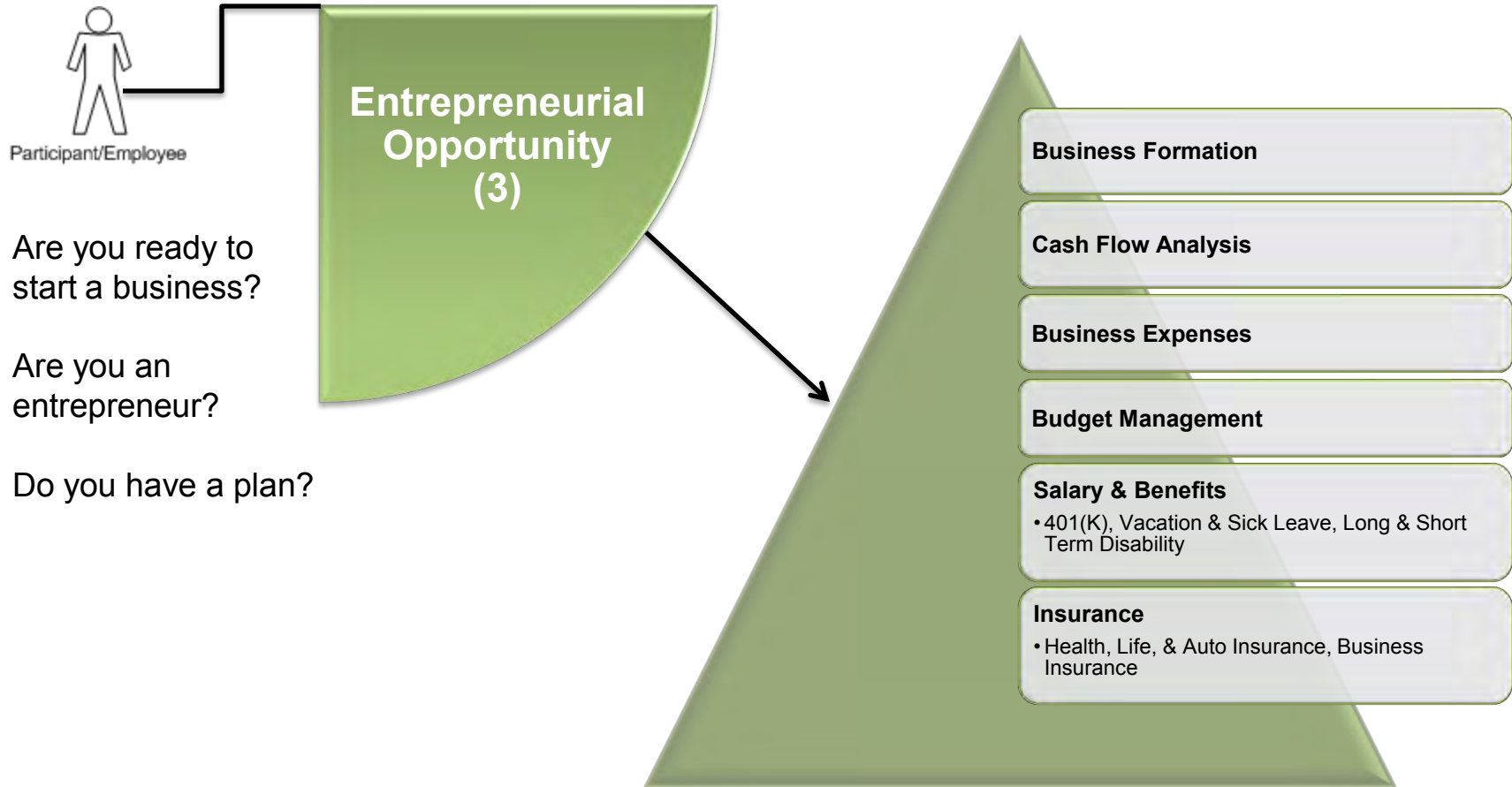
**Insurance**

• Health, Life, & Auto Insurance

***No Civilian Left Behind...***



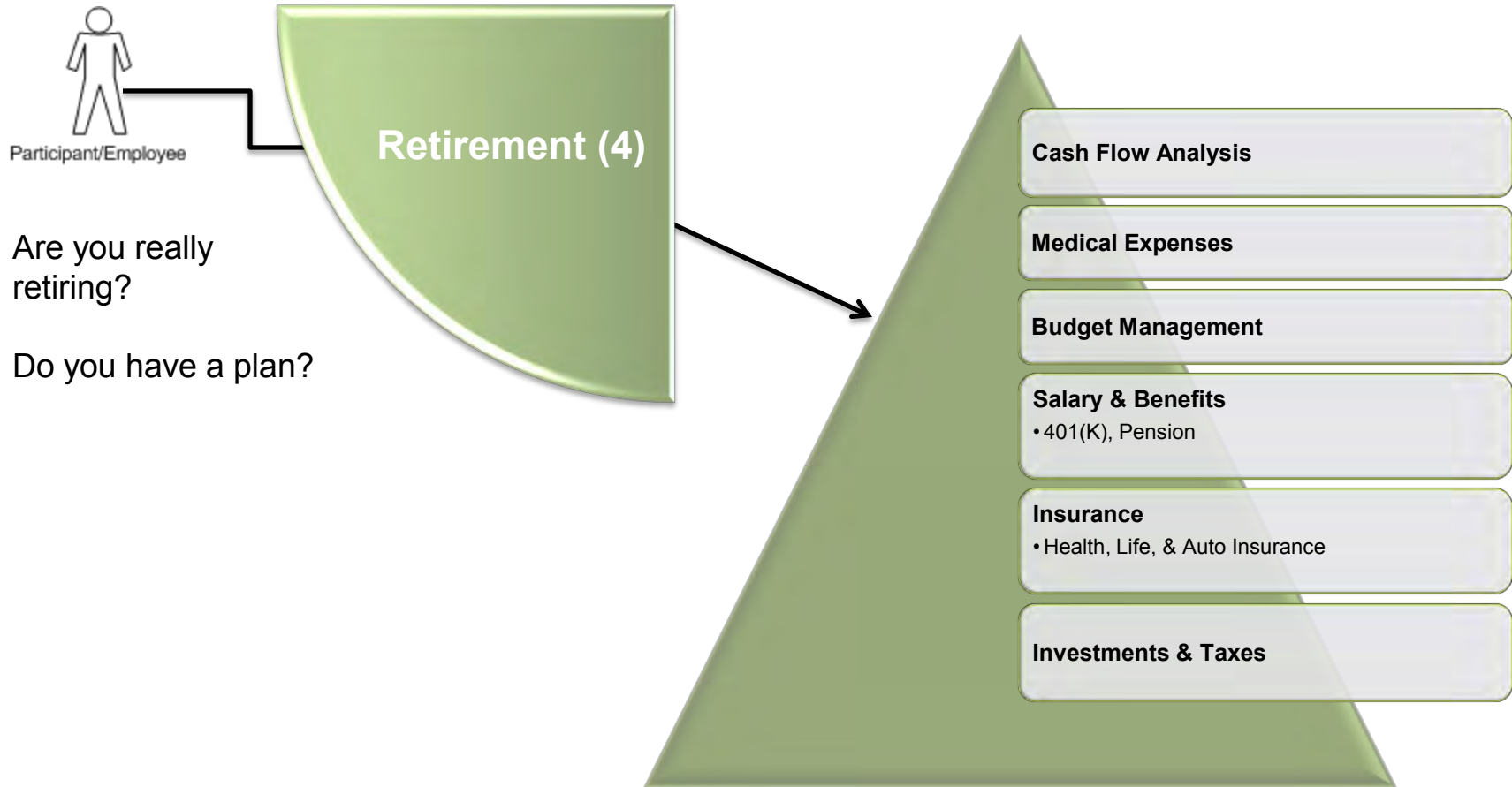
*Outplacement Services*



***No Civilian Left Behind...***



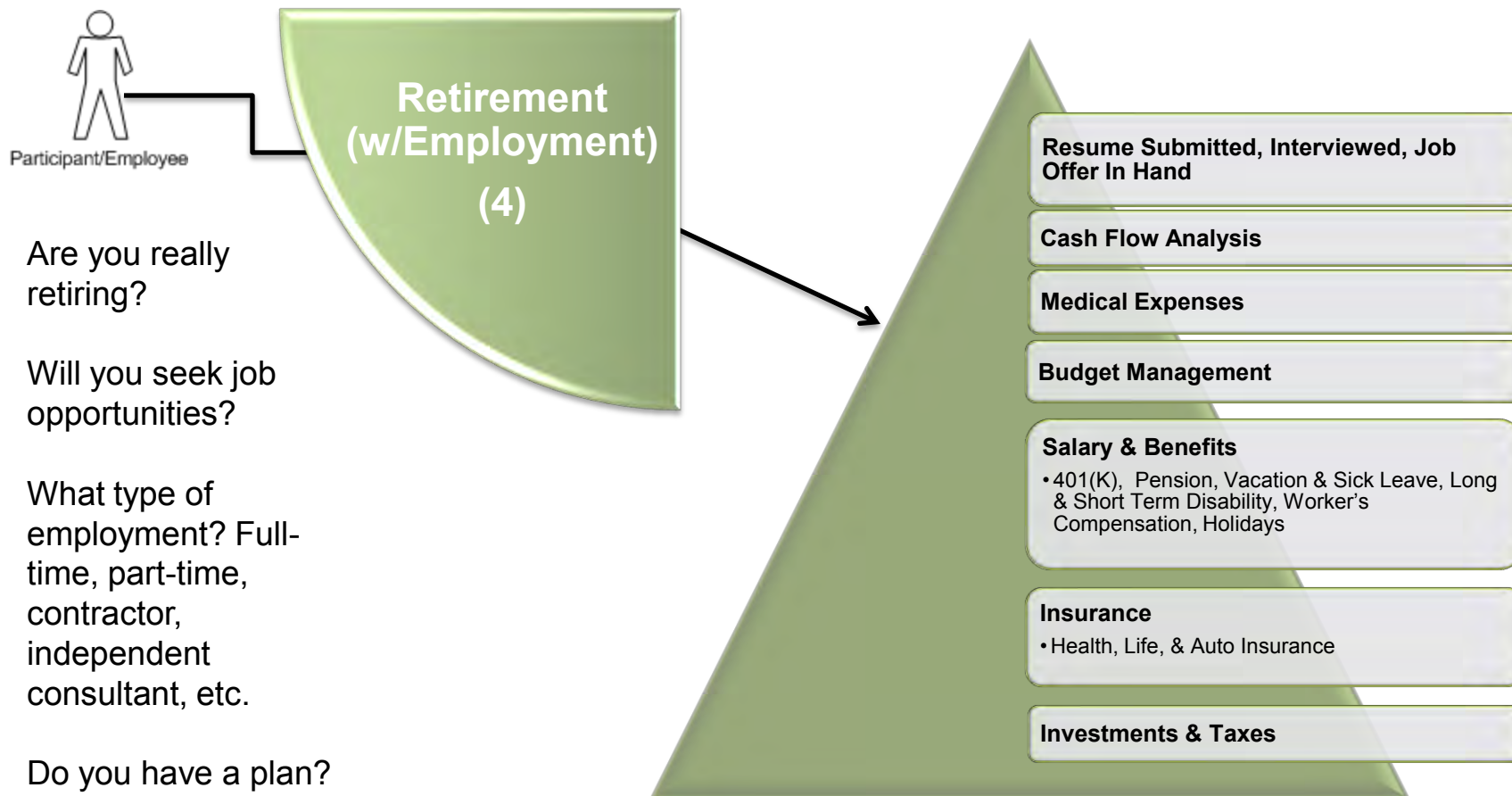
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***No Civilian Left Behind...***



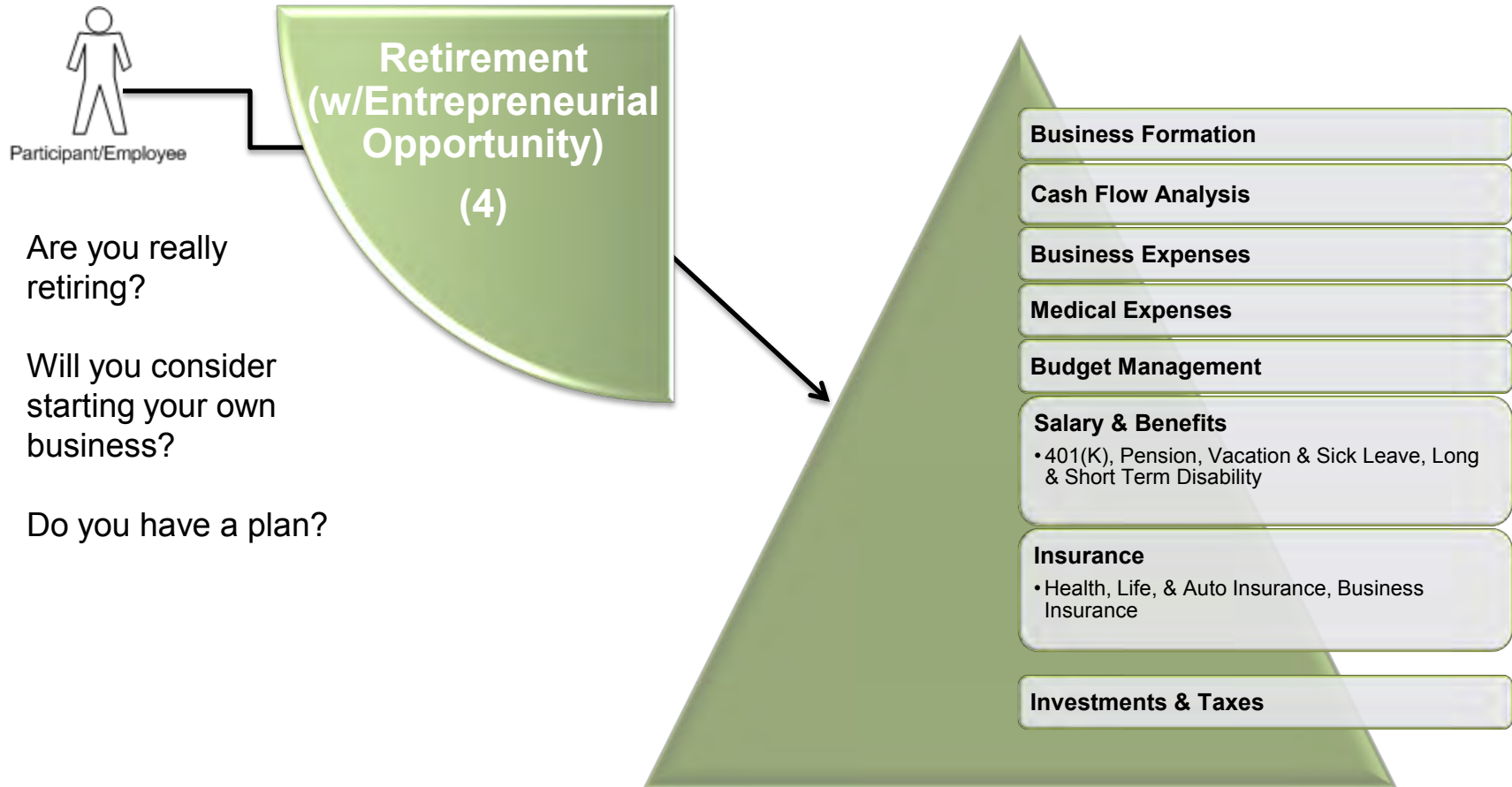
**Outplacement Services**



***No Civilian Left Behind...***



### Outplacement Services



Are you really retiring?

Will you consider starting your own business?

Do you have a plan?

***No Civilian Left Behind...***



### Outplacement Services

#### Projected Civilian Moves

Projected Civilian Moves			FY1002			FY1003			FY1004			FY1101			FY1102			FY1103			FY1104		
			0			0			125			242			0			0			573		
Transition / Preliminary Assessment						125 - First Army TBD			242 - FORSCOM TBD									573 - IMCOM 27 Jun-22 Jul 11					
						50+ USAG 24 May																	
Identify Sites and Target Population, Conduct Initial Site Visits, Develop Site Visit Schedule, Develop Employee Toolkit			Training Program Analysis and Agency Liaison																				
			Develop Metrics, Evaluate Effectiveness of Training Delivery, Track Demographics, Identify Community Resources at Losing and Gaining Sites (e.g., PPP)																				
			Counseling / Training Delivery and Continuous Improvement																				
			- Priority Placement Program - Skills Assessment - Marketing Yourself for a New Career - Interview Skills - Financial Planning & Entrepreneurship - Resumes																				
Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11

***No Civilian Left Behind...***



# Colonel Deborah B. Grays

## Garrison Commander





# BRAC Town Hall Information



- Refer BRAC questions to:
  - BRAC Rumor Control Hotline: (404) 464-0965
  - Garrison Hotline: (404) 469-5959
- Obtain information on BRAC Websites:
  - <http://www.mcpherson.army.mil/brac/>
  - <http://www.mcpherson.army.mil/cpac/>
  - <http://www.hqda.army.mil/acsim/brac/>
  - <http://www.defenselink.mil/brac>
- E-Mail address for Forts McPherson / Gillem BRAC questions:
  - [mcphusagtownhallquestions@conus.army.mil](mailto:mcphusagtownhallquestions@conus.army.mil)